



CENTRAL ACADEMY OF ARTS AND TECHNOLOGY SALARY SCHEDULE

CRENTEIALED LEAD TEACHERS

(California Preliminary/Clear Credential)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1-2	70,384	71,792	78,971	80,550	82,161	83,804	85,480	87,190	88,934	90,713	92,527	94,377	96,265	98,190	100,154	102,157	104,200	106,284	108,410	110,578
3-4			81,340	82,967	84,626	86,319	88,045	89,806	91,602	93,434	95,303	97,209	99,153	101,136	103,159	105,222	107,326	109,473	111,662	113,895
5-7					87,165	88,908	90,686	92,500	94,350	96,237	98,162	100,125	102,127	104,170	106,253	108,378	110,546	112,757	115,012	117,312
8-11								95,275	97,180	99,124	101,107	103,129	105,191	107,295	109,441	111,630	113,862	116,140	118,462	120,832
12+												106,223	108,347	110,514	112,724	114,979	117,278	119,624	122,016	124,457

ALTERNATIVE CREDENTIAL LEAD TEACHERS

(Intern Credential, Emergency Teaching Permit, Provisional License, Transitional License)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1-2	62,000	63,240	64,505	65,795	67,111	68,453	69,822	71,219	72,643	74,096	75,578	77,089	78,631	80,204	81,808	83,444	85,113	86,815	88,551	90,322
3-4			66,440	67,769	69,124	70,507	71,917	73,355	74,822	76,319	77,845	79,402	80,990	82,610	84,262	85,947	87,666	89,419	91,208	93,032
5-7					71,198	72,622	74,074	75,556	77,067	78,608	80,180	81,784	83,420	85,088	86,790	88,526	90,296	92,102	93,944	95,823
8-11								77,822	79,379	80,966	82,586	84,237	85,922	87,641	89,393	91,181	93,005	94,865	96,762	98,698
12+												86,765	88,500	90,270	92,075	93,917	95,795	97,711	99,665	101,659

DIFFERENTIALS

- Add \$1,000 for bilingual
- Add \$1,000 to base pay for masters OR doctorate degree in education
- Add \$1,000 to base pay for SpEd mild/moderate authorization
- Add \$2,000 to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe
- Add \$5,000 to base pay for National Board Certification
- Add \$6,000 to base pay for masters in subject area

TERM	Caat Salary Definition
Year(s) of teaching experience	A year of teaching is defined as an academic year, teaching grades TK to 12 as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years in instructional leadership (school leader, assistant school leader, dean, or equivalent positions) also count towards this. The types of schools for which lead teaching experience qualifies include but are not limited to: lead teaching at public, charter, and private schools, international schools and montessori schools Time spent as an instructional assistant, SpEd assistant, in-house substitute, teacher resident, or in college-level courses does not qualify as teaching experience on the Caat Salary Scale.
Year(s) of teaching experience at Caat	A year of teaching at Caat is defined as an academic year of teaching grades TK to 12 at Caat as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years teaching as an instructional assistant, SpEd assistant, in-house substitute, or teacher resident at Caat do not count.
Lead Teacher	A teacher who is the teacher of record and responsible for one classroom of students at any grade level.
Credentialed Lead Teacher	A credentialed teacher is a teacher that holds a current California State Preliminary Credential or California Clear Credential. California State Preliminary Credential - A Preliminary or Level I Credential is a teaching or service credential that is valid for five years. The preliminary/level I credential cannot be renewed. Preliminary/Level I credentials require the holder to complete additional specific requirements based on the preparation pathway and documentation submitted with the initial application for certification. Additional academic requirements must be completed to qualify for and upgrade to the Clear or Level II credential. California State Clear Credential - The term "Clear" or "Level II" credential signifies that all education and program requirements for the credential have been met.
Alternative Credential	An alternative credential generally represents a credential that is not permanent and may represent a credential that is currently in process (e.g. intern credentials, emergency teaching permits, alternative, provisional, or transitional licenses). This includes out of state credentials that require additional action in order to obtain a clearance for a California State Level I or II credential.
Salary Differential	A salary differential is a dollar amount that is added to your annual base pay for having a particular qualification, and this addition persists every year (i.e., it is not one-time). Caat salary differentials are additive and one of each type can be added. For example, you can have both a Master's and a SpEd authorization differential.
Master's Degree	A master's degree is a type of graduate degree from an accredited institution earned after completion of an undergraduate degree like a Bachelor of Arts or Bachelor of Science. Typically the master's degree requires about 30 credits of coursework. A master's degree in a subject area other than Education may qualify a teacher to instruct a dual enrollment course.
Bilingual	A bilingual teacher demonstrates proficiency in both spoken and written communication in a language other than English and is willing to provide limited services to the school as part of their duties.
National Board Certification	The National Board Standards represent a consensus among educators about what accomplished teachers should know and be able to do and they lead to National Board certification. The certification process requires that teachers demonstrate standards-based evidence of the positive effect they have on student learning in alignment with Five Core Propositions. National Board Certification Teachers with National Board Certification have shown to have great impact on their students academic achievement. The process to become National Board certified is also rigorous and meaningful.

SALARY SUMMARY INFORMATION

As part of our commitment to transparency and supporting our valued staff, we are pleased to provide an overview of the salary package at CAAT. We believe in prioritizing high-quality educators, cutting out unnecessary bureaucracy, and robust support to empower high quality educators to do what they do best, teach.

In comparison to our two largest local districts, BCSD and Kern High School, CAAT offers competitive salaries. Our starting classroom teacher salary is 10% higher than BCSD, at \$52,392. Plus, our teachers work 185 days, providing additional opportunities for professional development, planning, and student support.

We also offer perks like a \$200 per day stipend for our Summer Institute (10 days), as well as pay differentials for advanced degrees and additional credentials. On average, our teachers can expect to earn around \$84,000.

Our salary scale considers both years of teaching experience and years teaching at CAAT. We offer a 2% increase for each year of teaching experience, with a notable 10% jump in year three (3). Additionally, there's a 3% increase every 2-3 years of teaching at CAAT.

We also recognize and reward achievements like National Board Certification and master's degrees in subject areas other than education. These qualifications not only enhance teacher impact on student achievement but also open doors to teaching dual enrollment courses for college credit.